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Committee on Administration and Finance
1991 session

FOR INFORMATION

COMPOSITION OF ALL INTERNATIONAL PROFESSIONAL CORE STAFF AND INTERNATIONAL PROJECT STAFF OF THE UNITED NATIONS CHILDREN'S FUND AS OF 1 JANUARY 1991

The Executive Director has the honour to submit herewith, for the information of the Executive Board, a list of all international Professional core staff, as well as all international project staff holding a fixed-term appointment of one year or more, of the United Nations Children's Fund, at headquarters locations and in field offices, showing, by office and duty station, their names, functional titles, nationality and grade level.

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GENERAL REMARKS

The present report reflects the composition of international Professional core staff as well as international project staff holding a fixed-term appointment of one year or more. Locally recruited staff and Government-sponsored Junior Professional Officers are not shown in this report. Staff in the field are shown by country of assignment within the respective region.

Core staff members who are occupying non-core-funded posts are shown with an asterisk (*) preceding their names. Staff awaiting reassignment, staff on secondment/loan from other organizations to UNICEF, staff on secondment/loan from UNICEF to other organizations and staff on special leave are shown separately.

The information contained herein is as of 1 January 1991.

I. NEW YORK HEADQUARTERS

A. OFFICE OF THE EXECUTIVE DIRECTOR

Executive Director	Grant, James P.	United States	USG
Deputy Executive Director	Jolly, Richard	United Kingdom	ASG
Deputy Executive Director	Lokhaug, Karin	Norway	ASG
Deputy Executive Director	Vianello-Chiodo, Marco	Italy	ASG
Special Assistant, Operations	*Piracha, Mohammad A.	Pakistan	D-1
Counsellor to the Executive Director	Shower, Michael S.	United States	D-1
Project Manager, Financial Management Information System	*Wasselin, Jean O.	France	D-1
Special Assistant	Altesman, Paul S.	United States	L-6
Executive Assistant	Cahill, Mary M.	Ireland	P-4
Assistant Executive Secretary	Walsh, Martha	United States	P-3

OFFICE OF THE SECRETARY OF THE EXECUTIVE BOARD

Secretary, Executive Board	Williams, John I.	Australia	D-2
Assistant Secretary, Executive Board	Kittani, Hala	Iraq	P-5
Editor	Gibson, Roslyn	United States	P-4
Historian/Editor	*Newman-Black, Marjorie D.	Jamaica	P-4

OFFICE OF INTERNAL AUDIT

Director	Strieck, Johanna R.	Germany	D-2
Deputy Director	Nordsjo, Claes T.	Sweden	D-1
Senior Internal Auditor	Abotsi, Leonard D.	Ghana	P-5
Senior Internal Auditor	Mendoza-Ortiz, Rodolfo	Mexico	P-5
Internal Auditor	Franco, Wenefrida	Philippines	P-4

PLANNING AND COORDINATION OFFICE

Director	Gautam, Kul C.	Nepal	D-1
Senior Planning Officer	Ledogar, Robert J.	United States	P-5
Operations Officer	McDermott, Peter	United Kingdom	P-4
Planning Officer	Jespersen, Eva	Denmark	L-3

B. OPERATIONS GROUP

DIVISION OF FINANCIAL MANAGEMENT

Office of the Comptroller

Comptroller	Yamamoto, Kano	Japan	D-2
Financial Planning Officer	Booth, Craig W.	Canada	P-4

Finance Section

Deputy Director, Division of Financial Management	McPherson, Judy	United States	D-1
Senior Finance Officer	McCusker, Mary	United States	P-5
Finance Officer	Pashayan, Robert G.	United States	L-3

Finance Section - Treasury Unit

Cashier	Wong, Beverley L.	Jamaica	P-3
Assistant Finance Officer	Vrba, Ilona	United States	P-1

Finance Section - Payroll Unit

Finance Officer	Chiu, Simon Yu-To	United States	P-3

Finance Section - Contributions Unit

Finance Officer	Watt, Susan J.	New Zealand	P-4
Finance Officer	Neelankavil, Salvacion P.	Philippines	L-3
Assistant Finance Officer	Santos-Tejada, Carlos	Ecuador	L-2

Accounts Section

Chief, Field Accounts	Jiron, Roberto S.	Chile	L-5
Chief, Financial Accounts Section	Creencia, Evelyn	Philippines	P-4
Senior Accountant	Farquharson, Evelyn R.	Panama	P-4
Senior Accountant	Lin-Chen, Pona	China	P-4
Senior Accountant	Thiem-Hsu, Alice K.N.	United States	P-4
Accountant	Carrascoso, Maridel	Philippines	P-3

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Accountant	Feris, Jaime	Chile	L-3
Accountant	Hardjowirogo, Panuksmo	Indonesia	L-3
Accountant	Marks, Liliane	France	L-3
Electronic Data Processing Officer	Callender, Velma	Guyana	P-2
Assistant Training Officer	Mederos, Alberto L.	United States	L-2
Assistant Accountant	Obukwelu, Samuel	Nigeria	P-1

Budget Section

Deputy Director, Division of Financial Management	D'Agati, Vincent S.	United States	D-1
Senior Budget Officer	Cassell, Merrill E.	Sri Lanka	P-5
Budget Officer	Roth, Sylvia I.	Switzerland	P-4
Budget Officer	Salita, Primo U.	Philippines	P-4
Budget Officer	Volkov, Alexander S.	Soviet Union	P-3
Assistant Budget Officer	De La Costa, Maria A.	Philippines	L-1

DIVISION OF PERSONNEL

Office of the Director

Director	Kronfol, Fuad M.	Lebanon	D-2
Deputy Director	Kim, Jaehee	Republic of Korea	D-1

Remuneration Unit

Chief	Nagai, Kuniaki	Japan	P-4
Remuneration Officer	Ocampo, Manolita V.	Philippines	P-4

Personnel Policy and Services Section

Chief	Acar, Joseph	Lebanon	P-5
Personnel Officer	Griffith, Neville	Guyana	P-4
Personnel Officer	Raphael, Nancy K.	United States	P-3
Personnel Officer	Tucker, Robert	Jamaica	P-3

	Field Personnel Unit		
Personnel Officer	Proko, Monika M.	Germany	P-3
Personnel Officer	*Sguera, Franco	United States	P-3
Personnel Officer	Tarui, Mieko	Japan	P-3
	Recruitment and Staff Development Section		
Chief	Kianian, Shahnaz	Iran (Islamic Republic of)	P-5
Senior Recruitment and Staff Development Officer	*Meza, Juan L.	Peru	P-5
Senior Recruitment Officer	*Calivis, Maria R.	Italy	P-4
Recruitment Officer	Fisch, Katia	France	P-4
Recruitment Officer	*Porjosh, Mohammad T.	Afghanistan	P-4
Recruitment Officer	Dopsch, Margaret R.	United Kingdom	P-2
	Headquarters General Service Recruitment and Placement Unit		
Assistant Recruitment Officer	Malak, Simone	United States	P-1
	Appointment and Placement Committee Secretariat Unit		
Assistant Personnel Officer	Polack, Andrea	Jamaica	P-2
	Training Section		
Chief	Woodhouse, Stephen	United Kingdom	D-1
Training Officer	Haji-Ahmed, Sandra M.	Trinidad and Tobago	P-4
Training Officer	Silverman, Alan F.	United States	L-4
Training Officer	Onoda, Eriko	Japan	P-3
	SUPPLY DIVISION		
Deputy Director	Bish, John A.	United Kingdom	D-1
	Procurement - Education		
Group Leader	Swahn, Rune B.E.	Sweden	P-5

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	Procurement - Medical		
Procurement Officer, Medical	*Cain, Nancy K.	New Zealand	P-4
Procurement Officer, Medical	Gilmartin, John J., Jr.	United States	P-4
	Procurement - Computers		
Procurement Officer, Computers	Van Gool, Bernardus	Netherlands	P-4
	Shipping Section		
Chief	Sejrbo, Jan A.	Denmark	P-4
	OFFICE OF INFORMATION RESOURCE MANAGEMENT		
Director	Bloomberg, Anthony P.	United Kingdom	D-1
	Planning and Administration		
Information Analyst	Padolina, Maria R.	Philippines	P-2
	Technical Support and Application Development		
Deputy Director	Reda, Donald J.	United States	P-5
	Technical Support Unit		
Systems Analyst	Tan, Ramon	China	P-4
Programmer Analyst	Kochugovindan, Chelette	India	P-3
Programmer Analyst	Wong-Law, E'Man	United States	P-3
	Applications Development Unit		
Systems Analyst	Dammer, Maria L.	France	P-4
Systems Analyst	Laurinantti, Harri	Finland	P-4
Systems Analyst	Santayana, Edwin C.	Philippines	P-4
Systems Analyst	Sawhney, Daljit	India	L-4
Programmer Analyst	Baertsch, Robert	United States	L-3

Programmer Analyst	Fernandez, Oscar R.	United States	P-2
Programmer Analyst	Fullon, Ernesto	Philippines	P-2
	Information Services Section		
Chief	Narishkin, Peter N.	United Kingdom	P-4
	Information Centre		
Information Officer	Santamaria, Mary E.	United States	P-3
	Records Management Unit		
Records Management Officer	Keefe, Adhiratha	United States	P-3
	OFFICE OF ADMINISTRATIVE MANAGEMENT		
	Office of the Director		
Director	Boakes, Timothy E.	United Kingdom	D-1
	Field Services Section		
Deputy Director	Beida, Samir S.	Jordan	P-5
Assistant Field Service Officer	Maung, Maung	Myanmar	L-2
	Headquarters Services Section		
Chief	Maxwell, Barbara	Jamaica	P-4
	C. PROGRAMME GROUP		
	PROGRAMME DIVISION		
	Office of the Director		
Director	Nyi Nyi	Myanmar	D-2
Associate Director	Narula, Hans R.	India	D-2
Special Assistant to the Director	*Collins, Bertram A.	Guyana	D-2

UNICEF Representative (Namibia)	Azfar, Shahida I.	Pakistan	P-5
UNICEF Special Representative Designate (Romania)	*McCreery, Rosemary	Ireland	P-5
Senior Officer, Programme Strategy	Sherry, James M.	United States	L-5
Assistant to the Director	Rome, Ma. Cristina P.	Philippines	P-4
Assistant to the Associate Director	Hamaguchi, Takako	Japan	P-2
	Geographic Section - Africa		
Chief	Mauras, Marta P.	Chile	D-1
Programme Officer	Cole, Jane	Ghana	P-4
Programme Officer	Delahaye, Peter	United Kingdom	P-4
Senior Programme Officer	Mogwanja, Martin	Kenya	P-4
Programme Officer	Von Vietinghoff-Riesch, Franciska	Sweden	P-4
Project Officer	Khlystov, Andrei N.	Soviet Union	L-4
Project Officer	Ma, Yu Qin	China	L-4
Project Officer	Mistral Al-Kidwa, Christine N.	France	L-3
	Geographic Section - Americas		
Chief	Monasta, Gregorio	Italy	D-1
Chief	Morelli, Allegra	Italy	D-1
Programme Officer	Lugo, Orlando	Colombia	P-4
Programme Officer	Turner, Frances J.	United Kingdom	P-4
	Geographic Section - Asia		
Chief	Kale, Pratima	India	D-1
Programme Officer	Thapa, Minto J.	Nepal	P-5
Senior Project Officer	Zhu, Wen	China	L-5
Programme Officer	Maralit, Alejandro A.	Philippines	P-4
Programme Officer	Marin, Patricia S.	Chile	P-4
Programme Officer	Mendoza, Alegria R.	Philippines	P-4
Assistant Project Officer	*Yung, Wan-Fai Frances	United Kingdom	P-2
	Afghanistan Unit		
Coordinator, Afghanistan Rehabilitation Programme	*Birerdinc, Ekrem	Turkey	P-5

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Project Officer	*Kellock, Sally H.	United States	P-5
Project Officer	*Yitbarek, Tsahai	Ethiopia	P-3

Geographic Section - Middle East and North Africa

Chief	Vittachi, Sarojini	India	D-1
Programme Officer	Ayoub von Kohl, Maie I.	Lebanon	P-4
Project Officer	*Hapte-Mariam, Mahezent	Ethiopia	P-4
Programme Officer	Niimi, Reiko E.	Japan	P-4

Emergency Section

Director, Emergency Programmes	La Muniere, Charles-Henri	United States	L-7
Chief	Tinstman, Carl C.	United States	P-5
Project Officer	Saber, Nelly	Lebanon	L-3
Assistant Project Officer, Emergency	Tinio, Norma T.	Philippines	L-2

Programme Statistics Section

Chief	Vuong, Shiao-Yen Lily	China	P-5
Project Officer, Monitoring	Abai, Ayalew	Ethiopia	L-4

Research, Programme Publications and Library

Chief	Mandl, Pierre-Emeric	Switzerland	P-5
Research Officer	Zouev, Alexandre V.	Soviet Union	L-4
Librarian	Ruehl-Rajicic, Gerda E.	Germany	P-3

Programme Communications and Social Mobilization

Chief	Hewett, Anthony J.	Australia	D-1
Project Officer, Planning and Evaluation	Cohen, Sylvie I.	France	L-4
Assistant Project Officer	Tierney, Jaclyn	United States	L-2

Health Cluster

Senior Adviser, Primary Health Care	Atapattu, Ranjit K.P.	Sri Lanka	D-1
Senior Adviser, Child Survival and Development	Hill, Terrel M.	United States	D-1

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Senior Adviser, Control of Diarrhoeal Diseases/ Acute Respiratory Infections	*Cravero, Kathleen A.	United States	P-5
Senior Project Officer	Preble, Elizabeth A.	United States	L-5
Project Officer	Sapra, Sharad	India	L-4
Project Officer	Van Haecke, Philip	Belgium	L-4
Project Officer, Monitoring	Bavicchi, Mariangela	Italy	L-3
	Education Cluster		
Senior Adviser, Primary Education	Dall, Frank P.	United Kingdom	D-1
Special Adviser, Programmes and Strategies	Haq, Khadija	Pakistan	L-5
	Nutrition Cluster		
Senior Adviser, Nutrition	Jonsson, Urban B.	Sweden	D-1
Senior Adviser, Micronutrients	*Greaves, J. Peter	United Kingdom	D-1
Senior Adviser, Food and Nutrition	Carlson, Beverley A.R.	United States	L-5
Project Officer, Child Feeding	Kyenkya-Isabirye, Margaret	Uganda	L-4
Project Officer, Household Food Security	Toole, Daniel	United States	L-4
Project Officer, Food and Nutrition Surveillance	Wardlaw, Tessa M.	United Kingdom	L-4
	Women's Cluster		
Senior Adviser, Women's Development	Aidoo, Agnes A.	Ghana	P-5
	Programme Information and Management Unit		
Senior Project Officer, Programme Management System	Gibbons, Elizabeth D.	United States	L-4
Planning Officer	Vargo, Mark F.	United States	L-4
	Statistics and Information Base Unit		
Senior Adviser, Statistics	Jones, Gareth	Canada	L-6
	Water and Sanitation Cluster		
Chief	Christmas, Joseph	Saint Kitts and Nevis	D-1
Senior Project Officer	De Rooy, Carel	Netherlands	L-5

Senior Project Officer	Tobin, Vanessa J.	United Kingdom	L-4
	Urban Section		
Chief	Padmini, R.	India	D-1
Senior Adviser, Children in Especially Difficult Circumstances	Shubert, Clarence M.	United States	P-5
Coordinator, Joint Programmes with Non-Governmental Organizations for Children in Especially Difficult Circumstances	Rialp, Victoria R.V.	Philippines	L-4
	Bamako Initiative Management Unit		
Manager	Paganini, Agostino	Italy	L-6
Deputy Manager	*Ofosu-Amaah, Samuel	Ghana	D-1
Senior Adviser	*Jarrett, Stephen W.	United Kingdom	P-5
Senior Adviser	Knippenberg, Rudolf	Netherlands	L-5
Project Officer	Moneti, Francesca A.	Italy	L-4
Senior Adviser	Parker, David A.	United States	L-4
Project Officer, Essential Drugs	Carlevaro, Patrizia	Italy	L-3
	EVALUATION OFFICE		
Director	Donohue, John J.	United States	D-1
Senior Programme Officer	Jabr, Ibrahim R.	Lebanon	P-5
Senior Project Officer	Kessler, Susi R.	United States	L-5
Programme Officer	Saab, Rhea	Canada	P-3
Socio-Economic Analyst	Pearson, Roger C.	United Kingdom	L-3

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D. EXTERNAL RELATIONS GROUP

DIVISION OF INFORMATION

Office of the Director

Director	Khan, Mehr	Pakistan	D-1
Deputy Director	Koo, Samuel	Republic of Korea	D-1
Senior Information Officer	Godwin, Nora	Ireland	P-5
Communications Officer	Murray-Lee, Margaret	United Kingdom	L-4

Research and Editorial Section

Chief	Dempsey, Marion M.	Canada	P-5
Editor	Scandelli, Gabriella	Italy	L-3

Media Section

Chief	Usher, John	United Kingdom	P-5
Information Officer, Emergency	Eisner, Madeline	United States	L-3
Assistant Information Officer	Talbot, Louise	United States	P-1

Radio, Television and Film Unit

Chief	Hetzer, William J., Jr.	United States	P-5
Film Production and Editing Officer	Clarke, Michael F.	Trinidad and Tobago	P-3
Assistant Information Officer	Warner, Alison	United Kingdom	L-2

Photo Design and Distribution Unit

Chief	Koh, Edgar Boon Keow	Singapore	P-4
Publicity Officer	Haeri, Victoria	United Kingdom	L-3

DIVISION OF PUBLIC AFFAIRS

Office of the Director

Director	Soler-Sala, Victor	Spain	D-2
Deputy Director	Latenstein van Voorst, Rene H.	Netherlands	D-1

National Committee

Chief	Degreef, Theo O.	Belgium	P-5

Public Participation

Principal Public Affairs Officer	*Diallo, Djibril	Senegal	D-1
Senior Public Affairs Officer	Cerni, Horst M.	Germany	P-5
Public Affairs Officer, Special Events	Brennan, Robert A.	United States	L-4
Public Affairs Officer, Parliamentarians	Rios-Kohn, Rebeca	Uruguay	L-4
Public Affairs Officer	Hughes, Anthony J.	Kenya	L-3
Public Affairs Officer	Nyuiadzi, Afefa	Togo	L-3

Child Rights and Public Policy

Senior Public Affairs Officer	Gamble, Kimberly	United States	P-5
Public Affairs Officer	Miljeteig-Olssen, Per	Norway	L-3

NGO Section

Public Affairs Officer, Non-Governmental Organizations	Nelson, Janet S.	United States	P-4
Assistant Public Affairs Officer	O'Connor, Eileen T.	Ireland	P-1

PROGRAMME FUNDING OFFICE

Director's Office

Director	Oldaeus, Bjorn M.	Sweden	D-2
Deputy Director	Caillaux, Denis	France	D-1

Funding Section

Senior Programme Funding Officer	Alexeenko, Evgueny	Soviet Union	P-5
Senior Programme Funding Officer	De Vos, Leonard A.	Belgium	P-5

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Senior Programme Funding Officer	Kassis, George	United States	P-5
Senior Programme Funding Officer	Lederer, Ruth E.	United States	P-5
Senior Programme Funding Officer	Fleming, Harold	United States	L-5
Senior Programme Funding Officer	Vaher, Ado	Canada	L-5
Programme Funding Officer	Lotse, Cecilia	Sweden	L-4
Assistant Project Officer	Cordero-Alarcon, Fernando	Chile	L-2
Assistant Fund Monitoring Officer	Suvilaisunthorn, Tharnkamol	Thailand	L-2
Assistant Programme Funding Officer	Streitner, Astrid E.	Austria	L-1
	Operations Section		
Chief	Cagar, Safiye	Turkey	P-4
Projects Officer	Abrous, Malika	Algeria	P-3
Projects Officer	Owens, Carita	Peru	L-3
Monitoring Officer	Woltmann, Liselotte M.	Germany	L-3
Assistant Monitoring Officer	DeGrasse, Janet	Jamaica	L-1

II. OTHER HEADQUARTERS LOCATIONS

A. GENEVA

	Director's Office		
Director	Basta, Samir S.	Egypt	D-1
Deputy Director	Hoffmann, Rudolf	Germany	P-5
Public Affairs Officer, National Committees	Schellinski-Magazzeni, Kristina E.	Germany	P-3
	Central and Eastern Europe		
Programme Officer	Morganti, Tullio	Italy	P-4
	Reference and Documentation Centre		
Research and Documentation Officer	Cardwell, Mary L.	United States	P-3
	Emergency Unit		
Chief	*Andersson, J. Gullmar	Sweden	P-5

	Special Events		
Public Affairs Officer, Special Events	Villanueva, Jesus	France	P-3
	Information Resource Management		
Chief	Dale, Howard G.	United Kingdom	P-4
	Personnel, Administration and Finance		
Administration and Finance Officer	Mitzmacher, Alain M.	France	P-3
	Information/Development Education		
Chief	Brisset-Foucault, Claire	France	P-5
Information Officer	Carvalho, Antonio A.	Senegal	P-4
Information Officer	Duchesne, Brigitte	Canada	P-3
Development Education Officer	Guerrero-Feliu, Andres C.E.	Chile	P-3
Information Officer	Winter, Anne M.	United Kingdom	P-3
	Non-Governmental Organization Unit		
Public Affairs Officer, Non-Governmental Organizations	Poirier, Marie-Pierre	France	P-4
	Joint Nutrition Support Programme (UNICEF/WHO)		
Project Officer	Faust, Hans	Switzerland	L-4
Programme Communication Officer	Wolfheim, Cathy	United States	L-4
	B. COPENHAGEN		
	Office of the Director		
Director	Halliday, David J.	United Kingdom	D-2
Management Assistant	Porter, Arthur L.	United States	L-6
Field Logistics Adviser	Porter, Michele M.	France	P-4
Supply Procedures Officer	*Helfand, Michael I.	United States	P-3
Trainee	Shrestha, Narendra P.	Nepal	P-2

	Personnel and Administration		
Chief	Frederick, Samuel W.	United Republic of Tanzania	P-5
Assistant Administrative Officer	*Christensen, Bente L.	Denmark	P-2
Engineer	*Schibbye, Peter S.	Denmark	P-2
	Finance/Accounts Section		
Chief	Kupelian, Harry A.	Cyprus	P-5
Accounting Officer	Hollingworth, Bruce R.	Canada	L-3
	Accounts		
Accounting Officer	Gomez, Linda A.	Philippines	P-3
	Finance		
Senior Finance/Accounts Officer	Jugessur, Rampersad	Mauritius	P-3
	Computer Services		
Chief	Khorana, Satish C.	India	P-5
Systems Analyst	Brieghel-Muller, Niels	Denmark	P-4
Systems Analyst	Sowana, Praponth	Thailand	L-4
Programmer Analyst	Boos, Sirkka	Finland	P-3
Programmer Analyst	Nielsen, Kela	Denmark	P-3
	Supply Operations Services Section		
Chief	Potter, Anne	New Zealand	P-3
	Procurement and Supply Operations Services Section		
Chief	Bayer, Paul	Canada	D-1
Procurement Officer	Nikolaev, Valery	Soviet Union	L-4
	Purchasing - Health and Nutrition		
Chief	Srdanovic, Velimir	Yugoslavia	P-5
Procurement Officer	Acriviadis, Paul A.	Greece	P-4
Procurement Officer	*Bach, Svend H.	Denmark	P-4

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Procurement Officer	Futami, Takeshi	Japan	P-4
Procurement Officer	Kwon, Hyuk Soo	Republic of Korea	P-4
	Purchasing - Basic Education		
Chief	Irmer, Manfred W.	Germany	P-5
Procurement Officer	Eriksson, Klas G.	Sweden	L-4
Procurement Officer	*Jensen, Erland F.	Denmark	P-2
Procurement Officer	Dehn, Tom	Denmark	L-2
	Purchasing - Water and Sanitation		
Chief	Schjerven, Haavald H.	Norway	P-5
Procurement Officer	MacIntosh, Fergus	Canada	P-4
Procurement Officer	Pacaud, Bernard M.	France	P-4
Procurement Officer	Hall, Stanley R.	Jamaica	L-4
	Procurement Services		
Deputy Chief	Dahl, Harald	Norway	L-3
	Purchasing - Transport		
Chief	Clear, Brian	United Kingdom	P-5
Procurement Officer	Rieben, Heinz M.	Switzerland	P-4
Procurement Officer	Harada, Naohide	Japan	L-4
	Operations/Warehouse - Production and Shipping		
Chief	Aillaud, Bent E.	France	P-4
Shipping Officer	Boye, Ole	Denmark	P-3
	Operations/Warehouse - Production and Warehousing		
Chief	Glistrup, Lars	Denmark	P-4
Inventory Control Officer	Svartstrom, Kees C.	Finland	L-3

Warehouse - Materials Handling

Chief	Frandsen, Poul-Knud H.	Denmark	L-1

Operations/Warehouse - Quality Control

Chief	Hansen, Luis V.	Denmark	P-3

C. TOKYO AND SYDNEY

Office of the Director

Director	Chowdhury, Anwarul K.	Bangladesh	D-1
Programme Officer	Yasukawa, Yoriko	Japan	P-4

D. FLORENCE

Programme Section

Director	Himes, James R.	United States	L-7
Senior Project Officer	*Cornia, Giovanni A.	Italy	D-1
Senior Project Officer	Blanc, Cristina S.	Italy	L-5
Senior Fellow	Flekkoy, Maalfrid G.	Norway	L-5
Senior Project Officer	Ogun, Bilge	United States	L-5
Administration and Finance Officer	Ciarnella, Vincenzo	Italy	L-3

III. FIELD ORGANIZATION

A. WEST AND CENTRAL AFRICA

ABIDJAN REGIONAL OFFICE, COTE D'IVOIRE

Regional Director	Adotevi, Stanislas S.	Benin	D-1
Deputy Regional Director	Jhie, Shob	Republic of Korea	D-1
Regional Programme and Planning Officer	Houry, Saad Y.	Lebanon	P-5
Regional Adviser, Community Development	Miske-Talbot, Annick	Mauritania	P-5
Regional Adviser, Primary Health Care	Voumard, Christian F.	Switzerland	P-5
Senior Operations Officer	Wilson, Chrispin	Sierra Leone	P-5

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Senior Intergovernmental Relations Officer	Adande, Jacques	Benin	L-5
Senior Adviser, Universal Child Immunization	Letarte, Claude	Canada	L-5
Regional Adviser, Evaluation	Mohr, Boudewijn	Netherlands	L-4
Administration and Personnel Officer	Lassalle, Joan C.	Trinidad and Tobago	P-3
	Abidjan, Cote d'Ivoire		
Director	Sene, Malick	Mali	P-5
Programme Officer	Luard, Veronica	Guyana	P-4
Programme Support Communication Officer, Expanded Programme on Immunization	Hemmings-Gapihan, Grace	United States	L-3
Project Officer, Universal Child Immunization	Tibaldeschi, Grazia	Italy	L-3
	Monrovia, Liberia		
Assistant UNICEF Representative	Raby, Anthony	United States	P-4
	Zwedru, Liberia		
Project Officer, Water and Environmental Sanitation	Quarm, Joseph E.	Ghana	L-4
	Accra, Ghana		
UNICEF Representative	Shomari, Saidi	United Republic of Tanzania	P-5
Programme Coordinator	Menkir, Fikre Y.	Ethiopia	P-4
Project Officer, Expanded Programme on Immunization	Gotink, Marinus H.	Netherlands	L-4
Supply and Logistics Officer	Claassen, Frans A.	Netherlands	L-3
Administration and Finance Officer	Dossa, Albert	Benin	L-3
Project Officer, Monitoring and Evaluation	Martin, Paul D.	United States	L-3
Assistant Project Officer	Kuruneri, Patience C.	Zimbabwe	L-2
Economist	Saleh, Turhan	Bangladesh	L-2
	Tamale, Ghana		
Project Officer	George, Mary M.	Nigeria	L-3
	Bamako, Mali		
UNICEF Representative	Everest, Alan S.	United Kingdom	P-5

Project Officer	El Abassi, Abdel W.	Tunisia	L-4
Project Officer, Water	Senghor, Gnilane	Senegal	L-4
Programme Officer	Crotti, Egidio	Italy	P-3
Administration and Finance Officer	Rassekh, Don	United States	P-3
Project Officer, Expanded Programme on Immunization	Van Steirteghem, Viviane	Belgium	L-3
	Mopti, Mali		
Project Officer, Primary Health Care	Robez-Masson, Dominique	France	L-4
	Segou, Mali		
Project Officer, Joint Nutrition Support Programme	Jamet, Sylvain C.	France	L-3
	Tombouctou, Mali		
Project Officer, Food Production	Fiore, Giovanni	Italy	L-3
Assistant Project Officer, Surveyor	Van't Hof, Simon	Netherlands	L-2
	Bangui, Central African Republic		
UNICEF Representative	Sarr, Robert	Senegal	P-5
Administration and Finance Officer	Videira, Isabel C.	Angola	P-3
Project Officer, Primary Health Care	Barriere-Constantin, Luc	France	L-3
Supply Officer	Sawadogo, Augustus-Seidu K.	Burkina Faso	L-3
Assistant Project Officer, Logistics	Triquet, Jean-Pierre	France	L-2
	Bossangoa, Central African Republic		
Hydrogeologist	Guerre, Christian	France	L-4
Master Driller/Instructor	Kasse, Ibrahima	Mali	L-2
	Brazzaville, Congo		
UNICEF Representative	Mwilambwe, Mukalay	Zaire	D-1
Programme Officer	Mbengue, Catherine	Cameroon	P-4
Project Officer, Health	Villeneuve, Pascal	France	L-3

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Conakry, Guinea

UNICEF Representative	Grandcourt, Robert	Seychelles	P-5
Programme Officer	Hevia, Maria T.	Chile	P-4
Project Officer, Social Mobilization	Benjamin, Danielle	United States	L-4
Project Officer, Health	De Bethune, Xavier	Belgium	L-4
Project Officer, Health and Nutrition	Lamarque, Jean-Pierre	France	L-4
Administration and Finance Officer	Diakite, Moroh A.	Niger	P-3
Project Officer, Water and Environmental Sanitation	Gonzalez-Regueral, Lorenzo	Spain	L-3
Logistics Officer, Expanded Programme on Immunization	Pool, Pierre	Seychelles	L-3
Assistant Supply Officer	Ehouan, Ehoua	Cote d'Ivoire	L-2
Assistant Information Officer	Reveco, Jorge	Chile	L-2

Cotonou, Benin

Special Assistant to the Regional Director	Samake, Charles D.	Mali	L-6
Programme Officer	Ngokwey, Ndolamb	Zaire	P-4
Project Officer, Water	Meert, Jean-Pierre	France	L-4
Project Officer, Expanded Programme on Immunization	Ndiaye, Jean-Michel	Senegal	L-4
Project Officer, Health	Diallo, Soulemayne	Guinea	L-3
Logistics Officer	Bouhembel, Mahfoud	France	L-2

Bohicon, Benin

Master Driller/Instructor	Chaudanson, Henri	France	L-3
Geophysicist	Schembri, Herbert A.M.	Brazil	L-3

Lome, Togo

Assistant UNICEF Representative	Glasgow, Muriel	Guyana	P-4
Project Officer	Kabre, Marie B.	Burkina Faso	L-3

Dakar, Senegal

UNICEF Representative	Sobhy, Samir I.	Egypt	D-1
Programme Officer	Bridle, Richard J.	United Kingdom	P-4
Supply Officer	*Messou, Bruno Y.	Cote d'Ivoire	P-3

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Project Officer, Monitoring and Evaluation	Berard, Jacques	Canada	L-3
Logistics Officer	Murama, Martin	Burundi	L-3
Administration and Finance Officer	Ojelade, Folasade	Nigeria	L-3
	Banjul, Gambia		
Assistant UNICEF Representative	Pitaksuntipan, Surangkana	Thailand	P-3
Project Officer, Primary Health Care	Crivelli, Paolo E.	Italy	L-3
	Bissau, Guinea-Bissau		
Assistant UNICEF Representative	Coloane, Francisco	Chile	P-4
Project Officer, Social Mobilization	Diaz, Alba L.	Colombia	L-3
Project Officer, Expanded Programme on Immunization	Fonseca, Luiz E.	Brazil	L-3
Assistant Programme Officer	Stecher, Monica	Peru	L-1
	Sao Tome, Sao Tome and Principe		
Liaison Officer	Tamm, Per A.	Sweden	L-3
	Praia, Cape Verde		
Assistant UNICEF Representative	Peters, Jacoba M.	Netherlands	P-4
Project Officer, Water and Environmental Sanitation	Freitas, Manuel E.	Portugal	L-3
	Freetown, Sierra Leone		
UNICEF Representative	Omawale	Guyana	P-5
Programme Officer	Kennedy, Herbert B.	Canada	P-4
Project Officer, Health	Wright, Roger C.	United Kingdom	L-4
Administration, Finance and Supply Officer	Farook, Abdul-Hassen M.	Sri Lanka	P-3
Project Officer, Primary Health Care	Egboja, Isaac A.	Nigeria	L-3
Transport Officer, Expanded Programme on Immunization	U Than Saung	Myanmar	L-3
	Kinshasa, Zaire		
UNICEF Representative	Diamanti, Maria	Greece	D-1

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Programme and Planning Officer	Akadiri, Karim A.	Benin	P-4
Project Officer, Child Development	Grand-Pierre, Jules	Haiti	L-4
Project Officer, Primary Health Care	Martin, Jacques	France	L-4
Supply Officer	Carriapen, Pierre	Mauritius	P-3
Project Officer, Community Development	Sidibe, Michel H.	Mali	L-3
	Bukavu, Zaire		
Project Officer	Barry, Amadou O.	Guinea	L-3
	Lubumbashi, Zaire		
Project Officer	Ladjouan, Mouftaou M.	Benin	L-3
	Mbuji Mayi, Zaire		
Project Officer	Bentein, Barbara	Belgium	L-3
	Lagos, Nigeria		
UNICEF Representative	Tuluhungwa, Revelians R.N.	United Republic of Tanzania	D-1
Chief, Health	Kimati, Valerian P.	United Republic of Tanzania	P-5
Senior Programme Officer	Laubjerg, Kristian	Denmark	P-5
Chief, Water and Environmental Sanitation	Donaldson, Lloyd	Jamaica	L-5
Administration and Finance Officer	Viswanathan, Needamangalam K.	India	P-4
Project Officer, Planning and Evaluation	Abeysekera, Gamini	Sri Lanka	L-4
Programme Support Communication/ Information Officer	Gumucio-Dagron, Alfonso	Bolivia	L-4
Project Officer, Water and Environmental Sanitation	Larsson, Robert W.	United States	L-4
Programme and Supply Officer	Clayton, Lloyd W.	United States	P-3
Transport Maintenance Officer	Choudhury, Subhash C.	India	L-3
Epidemiologist	Mung, Kam Suan	Myanmar	L-3
Project Officer, Social Mobilization	Tangara, Rogelio	Philippines	L-3

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	Bauchi, Nigeria		
Zone Officer	Franklin, Andrew T.	United Kingdom	L-4
Epidemiologist	Moteetee, Mpolai M.	Lesotho	L-3
	Calabar, Nigeria		
Instructor, Equipment Maintenance	Andersson, Bengt	Sweden	L-4
	Enugu, Nigeria		
Zonal Project Officer	Scholten, Jan H.A.	Netherlands	L-4
Epidemiologist	Gulaid, Jama	Kenya	L-3
	Ibadan, Nigeria		
Zonal Project Officer	Ugalde, Miguel A.	Mexico	L-4
	Kaduna, Nigeria		
Zonal Project Officer	*Balasubramanian, Pattabhiraman	India	P-4
Project Officer, Health	Francois, Guenet B.	Ethiopia	L-3
	Minna, Nigeria		
Instructor, Equipment Maintenance	Karim, Momtazul	Bangladesh	L-3
	Yola, Nigeria		
Instructor, Equipment Maintenance	Hernandez, Josefino	Philippines	L-3
	N'Djamena, Chad		
UNICEF Representative	Court, Alan L.	United Kingdom	P-5
Programme Coordinator	Blaxland, Muriel J.	Australia	P-4
Project Officer, Health and Nutrition	Mazars, Pierre A.C.	France	L-4
Administration and Finance Officer	Adjibade, Aboudou K.	Burkina Faso	P-3
Transport Management Officer	De Gaetano, Giovanni	Italy	L-3
Project Officer, Basic Services	Drouot, Claude R.	France	L-3
Project Officer, Water and Environmental Sanitation	Martin, Edward J.	United States	L-3

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Supply Officer	Pierre, Jocelyne O.	Haiti	L-3
Assistant Project Officer, Health and Nutrition	Haettenschwiller, Thomas	United States	L-2
Assistant Project Officer	Keita, Bintou	France	L-2
Assistant Supply Officer	Awad, Rose	Lebanon	L-1
	Niamey, Niger		
UNICEF Representative	Bendow, Zerfinesh	Germany	P-5
Programme Officer	Sock, Boubacar	Senegal	P-4
Project Officer, Health	Ouoba, Maximin B.	Burkina Faso	L-4
Project Officer, Expanded Programme on Immunization	Davis, Robert J.W.	United States	L-3
Project Officer, Emergency	Rumeci, Francois	Burundi	L-3
Project Officer	Valot, Denis	France	L-3
	Nouakchott, Mauritania		
Programme Officer	Dishman, Deborah	United States	P-4
Project Officer, Universal Child Immunization	Borghese, Guido	Italy	L-3
Pharmacist	Peries, Herve	France	L-2
	Ouagadougou, Burkina Faso		
UNICEF Representative	Welffens, Ludo M.	Belgium	P-5
Hydrogeologist	Chaperot, Philippe	France	L-5
Programme Officer	Standaert, Willem	Belgium	P-4
Project Officer, Nutrition	Lopez-Montana, Ernesto P.	Colombia	L-4
Administration and Finance Officer	Amrouche, Hocine	Algeria	P-3
Programme Officer, Community Development	Poloni, Arlette	France	P-3
Master Driller/Instructor	Gennai, Robert	France	L-3
Project Officer, Expanded Programme on Immunization	Nyandagazi, Prosper	Rwanda	L-3
	Yaounde, Cameroon		
UNICEF Representative	Aguirre, Juan F.	Ecuador	P-5
Project Officer, Water and Environmental Sanitation	Bendriss-Alami, Mohamed	Morocco	L-4

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Project Officer, Primary Health Care	Raimi, Safiou O.	Benin	L-4
Programme Officer	Saibou, Aboubacar	Niger	P-3
	Malabo, Equatorial Guinea		
Assistant UNICEF Representative	Cameratti-Meza, Bernardo G.	Chile	P-3
Project Officer, Expanded Programme on Immunization	Dubourg, Jean-Charles	France	L-3

B. EASTERN AND SOUTHERN AFRICA

	Nairobi Regional Office, Kenya		
Regional Director	Racelis, Mary	United States	D-2
Senior Operations Officer	Lennartsson, Per-Olov	Sweden	P-5
Senior Programme and Planning Officer	Maeda, Justin H.	United Republic of Tanzania	P-5
Senior External Relations Officer	Nhiwatiwa, Naomi P.	Zimbabwe	P-5
Adviser, Women's Programmes	Elias, Misrak	Ethiopia	L-5
Senior Adviser, Universal Child Immunization	Frere, Jean-Jacques	France	L-5
Senior Officer, Health	Martin, Gladys E.	Cameroon	L-5
Adviser, Monitoring and Evaluation	O'Leary, Michael F.	Ireland	L-5
Information/Communications Officer	Simmons, Edith E.R.	Switzerland	L-3
Programme and Planning Officer	Fleming, Katherine E.	Canada	L-2
	Addis Ababa, Ethiopia		
UNICEF Representative	Ignatieff, Paul V.	Canada	D-1
Senior Programme and Planning Officer	Bashizi, Bashige	Zaire	P-5
Senior Project Officer	Astillero, Emmanuel I.	Philippines	L-5
Chief, Water and Environmental Sanitation	Talbot, Rupert M.	United Kingdom	L-5
Programme Officer, Nutrition	Nyunt-Nyunt-Yi	Myanmar	P-4
Driller/Instructor	Sehmi, Amar-Raj S.	India	L-4
Information Officer	Thomas, Mark M.	United States	L-4
Administration, Finance and Personnel Officer	Khan, Shafiuddin	Pakistan	P-3
Project Officer, Expanded Programme on Immunization	Broms, Claes H.G.M.	Sweden	L-3
Project Officer, Applied Technology	Filippini, Armando	Italy	L-3

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Project Officer, Monitoring and Evaluation	Subba, Prem K.	Nepal	L-3
Project Officer, Health	Zanca, Maria	Italy	L-3
	Asmara, Ethiopia		
Resident Project Officer	Aig-Ojehomon, Maria W.	Netherlands	L-4
	Antananarivo, Madagascar		
UNICEF Representative	Gomez, Isaac	Congo	P-5
Project Officer, Health and Nutrition	Traore, Monique F.	Niger	L-4
Administration, Finance and Supply Officer	Zena, Shoakena	Ethiopia	P-3
Project Officer, Social Mobilization	Dia, Saidou	Senegal	L-3
Project Officer, Nutrition	Gakuba, Beatrice	Burundi	L-3
Project Officer, Essential Drugs	Najman, Patrick M.	France	L-3
Project Officer, Water and Environmental Sanitation	Wijnnobel, Kees	Netherlands	L-3
	Moroni, Comoros		
Assistant UNICEF Representative	LaFrance, Nicole	Canada	L-3
Project Officer, Water	Dohvoma, Vincent N.	Cameroon	L-3
	Bujumbura, Burundi		
UNICEF Representative	Abegglen, Bernadette	Switzerland	P-4
Programme Officer	Poupard, Pierre C.	France	P-4
Project Officer, Water and Environmental Sanitation	Philippeaux, Harry	Haiti	L-4
Project Officer, Primary Health Care	Pinto, Augusto	Italy	L-4
Adviser, Maternal and Child Health	Ramaroson, Solofo	Madagascar	L-4
Administration and Finance Officer	Cancellieri, Umberto	Italy	P-3
Project Officer, Operations	Austin, Isabelle C.	France	L-3
Project Officer, Women's Programmes	Belleau, Michelyne	Canada	L-3
Assistant Communications Officer	Dussault, Jean-Pierre	Canada	L-2
	Muyinga, Burundi		
Assistant Project Officer, Basic Services	Lemay, Jean-Luc	Canada	L-2

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Dar es Salaam, United Republic of Tanzania

UNICEF Representative	Van den Assum, Maria L.	Netherlands	D-1
Senior Operations Officer	Wadstein, Lars G.L.	Sweden	P-5
Administration and Finance Officer	Jibril, Mohamoud M.	Kenya	P-4
Programme Officer	Kgosana, Philip A.	Stateless	P-4
Programme Officer	Ljungqvist, Bjorn G.	Sweden	P-4
Project Officer	Alam, A.K.M. Ashraf-Ul	Bangladesh	L-4
Project Officer, Construction	Blakely, Ivan A.	United Kingdom	L-4
Project Officer	Leach, Valerie	United States	L-4
Project Officer, Water and Environmental Sanitation	Phanapavudhikul, Sumalee	Thailand	L-4
Supply Officer	Senagama, Podibanda A.	Sri Lanka	L-4
Project Officer	Tolstopiatov, Boris I.	Soviet Union	L-4
Transport Management Officer	Assefa, Araya	Ethiopia	L-3
Project Officer, Food Security	Seenappa, Marashetty	India	L-3
Project Officer	Ward, June	Guyana	L-3
Project Officer, Water and Environmental Sanitation	Wurie, Dauda B.	Sierra Leone	L-3

Zanzibar, United Republic of Tanzania

Project Officer, Nutrition	Mariani, Mario	Italy	L-3

Harare, Zimbabwe

UNICEF Representative	N'Jie, Baboucar E.	Gambia	P-5
Programme Coordinator	Manyindo, Aston R.	Uganda	P-4
Project Officer, Water	Fellows, William	United States	L-4
Programme Officer	Beckley, Catherine A.	Nigeria	P-3
Supply Officer	Kala, Sultanali S.	Kenya	L-3
Administration and Finance Officer	Mwangi, Sammy G.	Kenya	P-2

Maseru, Lesotho

Assistant UNICEF Representative	Sitzmann, Walter	Austria	P-4
Project Officer, Universal Child Immunization	Camanor, Ivan F.	Liberia	L-4
Project Officer, Nutrition	Khumalo, Tholakele D.	Zimbabwe	L-3
Assistant Administration and Finance Officer	Ochilo, Mildred A.	Kenya	L-2
Assistant Project Officer, Training	Pratt, Agatha C.	Sierra Leone	L-2

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Kampala, Uganda

UNICEF Representative	Fegan-Wyles, Sarah A.	Ireland	P-5
Senior Project Officer, Health	Glennie, Colin	United Kingdom	L-5
Senior Project Officer, Water	Nowacki, Michel C.	France	L-5
Programme Officer, Monitoring and Evaluation	Adkisson, Stephen C.	United States	P-4
Transport Management Officer	Berhan, Samuel Y.	Denmark	L-4
Project Officer, Pump Maintenance	Rajbhandari, Bijaya G.	Nepal	L-4
Project Officer, Programme Communication	Wickramasinghe, Mahinda L.	Sri Lanka	L-4
Programme Officer, Basic Services	Robbins-Bide, Peggy	Canada	P-3
Project Officer, Expanded Programme on Immunization	Alanko, Juhani H.T.	Finland	L-3
Training Officer, Health	Durston, Susan	United Kingdom	L-3
Supply Officer	Hasham, Zulfikarali J.	Kenya	L-3
Project Officer, Pump Installation/Maintenance	Kalam, Mohd A.	Bangladesh	L-3
Project Officer, Primary Health Care	Rizzo, Ivone	Italy	L-3
Logistics Officer, Health	Hoffman, Kirk R.	Canada	L-2

Mbarara, Uganda

Hydrogeologist	Stefan, Gyorgy	France	L-4
Project Officer, Primary Health Care	van der Horst, Johannes	Netherlands	L-4
Master Driller	Beni, Bernard P.	Australia	L-3
Engineer Maintenance	Brown, Reid J.	New Zealand	L-3
Master Driller	Eldstrom, Earl	Canada	L-3
Project Officer, Water and Environmental Sanitation	Shrestha, Birendra B.	Nepal	L-3
Assistant Administration and Finance Officer	Peters, Lillian G.L.	Liberia	L-2

Kigali, Rwanda

UNICEF Representative	Akyea, Emmanuel O.	Ghana	P-5
Programme Officer	Vuianovith, Danielle P.	France	P-4
Project Officer, Nutrition	Krasovec, Katherine A.	United States	L-4
Project Officer, Water amd Environmental Sanitation	Spruijt, Hans D.	Netherlands	L-4
Administration and Finance Officer	Mounkala, Victor	Congo	P-3

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Lilongwe, Malawi			
UNICEF Representative	Williams, Kenneth	United Kingdom	P-5
Project Officer	O'Brien, Brendan F.	Ireland	L-4
Project Officer, Expanded Programme on Immunization	Tyson, Stewart	United Kingdom	L-4
Operations Officer	Raman, K.S.	India	P-3
Logistics Officer, Expanded Programme on Immunization	Ahmed, Nasim	India	L-3
Programme Support Communication Officer, Expanded Programme on Immunization	Luciani, Silvia	Italy	L-3
Project Officer, Primary Health Care	Shrestha, Ramesh M.	Nepal	L-3
Operations Officer	Parris, Denise	Saint Kitts and Nevis	P-2
Luanda, Angola			
UNICEF Representative	Fall, Ibrahima D.	Senegal	P-5
Programme Officer	Stirling, Mark	Australia	P-4
Project Officer, Health	Glisser-Weinstein, Mario B.	Chile	L-4
Project Officer, Nutrition	Gonzalez-Richmond, Juan A.	Mexico	L-4
Project Officer, Water and Environmental Sanitation	Sakya, Bhai R.	Nepal	L-4
Project Officer, Water Supply	Yevstafiev, Vadim P.	Soviet Union	L-4
Project Officer, Expanded Programme on Immunization	Camara, Aboubacar D.	Guinea	L-3
Project Officer, Planning	Johnson, Stephen R.	United Kingdom	L-3
Project Officer, Emergency	Nichols, Paulette S.	United States	L-3
Project Officer, Logistics	Nuguid, Joselito A.	Philippines	L-3
Project Officer, Social Mobilization	Ruijter, Jose M.	Netherlands	L-3
Project Officer, Health	Verdejo, Guadalupe	Chile	L-3
Administration and Finance Officer	Petros, Tserha	Ethiopia	P-2
Supply Officer	Chopra, Ayesha	India	L-2
Assistant Programme Officer, Monitoring and Evaluation	Mompoint, Marie-Francoise	France	L-2
Assistant Project Officer, Cold Chain	McAdaletey, Emmanuel	Ghana	L-2
Assistant Project Officer, Operations	Fernandes, Rosy C.	United Republic of Tanzania	L-1
Lusaka, Zambia			
UNICEF Representative	Hopwood, Ian G.	United Kingdom	P-5

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Programme Officer	Ismail-Khan, Laila	Pakistan	P-4
Adviser, Planning, Monitoring and Evaluation	Richards, Eva	Sierra Leone	P-4
Project Officer, Health	Shah, Fida H.	Pakistan	L-4
Project Officer, Expanded Programme on Immunization	Kariuki, Joseph F.	Kenya	L-3
Project Officer, Universal Child Immunization	Malyavin, Alexander S.	Soviet Union	L-3
Project Officer, Logistics and Cold Chain	Scheer, Dieter	Germany	L-3
Administration and Finance Officer	Owen, John D.	United States	P-2
	Gaborone, Botswana		
Assistant UNICEF Representative	Barry-Tacon, Sheila M.	United States	P-5
Assistant UNICEF Representative	Kimaryo, Scholastica S.	United Republic of Tanzania	P-4
Project Officer Health	Ndombi, Isiye	Kenya	L-4
Assistant Administration and Finance Officer	Hersi, Abdurahman M.	Somalia	L-2
	Maputo, Mozambique		
UNICEF Representative	O'Dell, Daniel J.	United States	D-1
Senior Project Officer, Water	Gibbs, Kenneth R.	United Kingdom	L-5
Programme Officer	Adorna, Cecilio L.	Philippines	P-4
Administration, Finance and Personnel Officer	Jonsson, Audrey C.	Jamaica	P-4
Project Officer, Rural Development	Fehr-Galamba, I.	Switzerland	L-4
Project Officer, Emergency	Fieth, Rosemary A.	United Kingdom	L-4
Project Officer, Expanded Programme on Immunization	Legon, Osvaldo H.	Cuba	L-4
Programme Officer, Health	Cita, Kathleen R.	United States	P-3
Project Officer, Women's Development	Ali-Nejadfard, Fatemeh	Iran (Islamic Republic of)	L-3
Supply and Logistics Officer	Dejene, Hailu	Ethiopia	L-3
Project Officer	Ferroni, Stefano	Italy	L-3
Project Officer, Water and Environmental Sanitation	Keast, Gregory	Canada	L-3
Project Officer, Monitoring and Evaluation	Khan, Afshan	Canada	L-3
Logistics Officer	Larsson, Karl A.H.	Sweden	L-3
Project Officer, Rural Development	Levine, Iain D.	United Kingdom	L-3
Information Officer	Lyons, Charles J.	United States	L-3
Project Officer, Emergency	Madore, Yvon	Canada	L-3
Project Officer, Child Development	Mathai, Rabia	India	L-3

Architect	Rivol, Thierry	France	L-3
Programme Support Communication/ Information Officer	Rodrigues, Maria J.F.	Brazil	L-3
Project Officer, Emergency	Vasquez, Juana	Ecuador	
Project Officer	Viveros, Felipe E.	Chile	L-3
Transport Maintenance Officer	Wilberforce, Jonathan W.	Ghana	L-3
Logistics Officer	Amirian, Robert	Australia	L-3
Assistant Supply Officer	Bugge, Lars	Denmark	L-2
Assistant Project Officer, Electronic Data Processing	Santos, Celeste	Philippines	L-2
			L-2
	<u>Vila de Manica, Mozambique</u>		
Field Officer	McArdle, Raymond	United Kingdom	L-3
	<u>Quelimane, Mozambique</u>		
Field Officer	Barr, Eimar P.	Ireland	L-3
	<u>Mbabane, Swaziland</u>		
Assistant UNICEF Representative	Phillips, Rodney	Mauritius	P-4
Assistant Project Officer	Chege, Peter N.	Kenya	L-2
	<u>Mogadiscio, Somalia</u>		
UNICEF Representative	Bassiouni, David S.	Sudan	P-5
Operations Officer	Menezes, Martha	India	P-4
Project Officer, Primary Health Care	Alipui, Nicholas K.	Ghana	L-4
Programme Officer, Education	Agu, Augustine O.	Nigeria	P-3
Project Officer, Expanded Programme on Immunization	Akbar, Hakim	Afghanistan	L-3
Project Officer, Essential Drugs	Idris, Saadia M.	Sudan	
Supply Officer	Sundaresan, K.S.	India	L-3
Assistant Project Officer, Monitoring	Kyeyune, Grace N.	Uganda	L-3
			L-2
	<u>Kismayo, Somalia</u>		
Project Officer, Primary Health Care	Testot-Ferry, Philippe	France	L-3
	<u>Nairobi, Kenya</u>		
UNICEF Representative	Namazi, Mohammad B.	United States	P-5

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Chief, Water and Environmental Sanitation	*Hubert, Christian	France	P-5
Chief, Operations	*O'Reilly, Vincent E.	Ireland	P-5
Chief, Health	Alnwick, David J.	United Kingdom	L-5
Project Manager, Basic Services	Bonfiglioli, Angelo	Italy	L-5
Project Officer, Nutrition	Lechtig, Aaron	Peru	L-5
Chief, Supply Section	*Bohlin, Rolf	Sweden	P-4
Chief, Area Services	Memon, Mohammad N.	Pakistan	P-4
Chief, Administration and Finance	Millioni, Dominic M.	United Republic of Tanzania	P-4
Operations Officer	*Owereko, Anthony K.	Ghana	P-4
Information/Media Coordinator	James, Carlton	Guyana	L-4
Chief, Social Mobilization	Sicola, Geraldine	United States	L-4
Graphic Art/Print Specialist	D'Inca, Judith M.	Italy	L-3
Project Officer, Health	John, Michele C.	France	L-3
Project Officer, Expanded Programme on Immunization	McKnight, Thomas	United States	L-3
Supply and Logistics Officer	Parvez, Muhammed	Bangladesh	L-3
Administration and Personnel Officer	Bohlin, Marie-Louise	Sweden	L-2
Assistant Project Officer, Cold Chain/Cattle Vaccination	Pintos, Adrian E.	Argentina	L-2
	Lokichoggio, Kenya		
Camp Foreman	McCarthy, Robert T.	United States	L-2
	Windhoek, Namibia		
Project Officer, Primary Health Care	Orinda, Vincent A.	Kenya	L-4

C. MIDDLE EAST AND NORTH AFRICA

	Amman Regional Office, Jordan		
Regional Director	Reid, Richard	United States	D-2
Chief, Programmes	Bisharat, Leila T.	United States	P-5
Chief, External Relations	Hazou, Tuma J.	United Kingdom	P-5
Chief, Operations	Muthuswami, Venkatarama I.	India	P-5
Senior Project Officer	*Tayyarah, Muhammad A.M.	Syrian Arab Republic	P-5
Regional Auditor	Taujoo, Moussa	Mauritius	P-4

	Amman, Jordan		
Deputy Regional Director/Area Representative	Fisher, Nigel	Canada	D-1
Senior Project Officer	*Kanawati, Nuhad	Lebanon	P-5
	Gaza		
Physiotherapist	Krammer, Ulrike	Austria	L-2
	Jerusalem		
Physiotherapist	Czipin, Adelheid P.	Austria	L-2
	Djibouti, Djibouti		
Assistant UNICEF Representative	Idris, Abdulhamid T.	Ethiopia	P-4
Project Officer, Child Development	Duprat, Michel F.	France	L-3
	Algiers, Algeria		
UNICEF Representative	El-Azem, Mohamed S.	Syrian Arab Republic	P-5
	Ankara, Turkey		
UNICEF Representative	Sepulveda-Alvarez, Claudio	Chile	P-5
Project Officer, Urban Basic Services	Brody, Alan M.	United States	L-3
	Baghdad, Iraq		
UNICEF Representative	Murzi, Ezio G.	Italy	P-5
Project Officer, Primary Health Care	Masri, Hind A.	Canada	L-3
	Beirut, Lebanon		
UNICEF Representative	Roberfroid, Andre	Belgium	P-5
UNICEF Representative	Latham, W. Anthony	United Kingdom	P-5
	Muscat, Oman		
UNICEF Representative	Matthai, Jacob	India	P-5
Programme Officer, Communications	Simaan, Alice T.	Bahrain	L-4

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	Cairo, Egypt		
UNICEF Representative	Lannert, Edward J.	United States	D-1
Senior Programme Officer	Terreri, Nancy J.	United States	P-5
	Khartoum, Sudan		
UNICEF Representative	Rahman, Farid	Pakistan	D-1
Chief, Urban Affairs	*Musanna, Ahmad	Pakistan	P-5
Chief, Water and Environmental Sanitation	Ekvall, Thomas M.	Sweden	L-5
Chief, Field Operations	Naimy, Raymond P.	Lebanon	L-5
Administration and Finance Officer	Van Gerpen, JoAnna	United States	P-4
Chief, Emergency	Dutia, Gopal	India	L-4
Flight Engineer	Kitzler, Franz J.	Germany	L-4
Project Officer, Planning	Patel, Mahesh S.	United States	L-4
Project Officer, Urban	Prado, Richard P.	Philippines	L-4
Chief, Information, Education and Communications	Salem, Mohammed A.	Egypt	L-4
Project Officer, Expanded Programme on Immunization	Sheth, Mahendra K.	India	L-4
Project Officer, Primary Health Care	Bello, Aliu A.	Nigeria	L-3
Stores Specialist	Gurung, Sunder S.	Nepal	L-3
Project Officer, Social Services	Hughes, Elizabeth A.	Ireland	L-3
Project Officer	Palm, Detlef	Germany	L-3
Field Officer	Bruno, Judith	Philippines	L-2
Assistant Administration, Finance and Personnel Officer	Rahman, Azimur	Bangladesh	L-2
Programmer Analyst	Amiel, Jose	Peru	L-1
	Bor, Sudan		
Resident Project Officer	Haile Selassie, Tibebu	Ethiopia	L-3
	El Obeid, Sudan		
Driller/Instructor	Heijstek, Willem	Netherlands	L-4
Resident Project Officer, Zonal Development	Van Manen, Jan E.	Netherlands	L-4

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	Kadugli, Sudan		
Assistant Instructor/Mechanic	Morel, Robin J.	Kenya	L-2
	Kapoeta, Sudan		
Resident Project Officer	Myint-Maung	Myanmar	L-3
	Torit, Sudan		
Resident Project Officer	Were, Humphreys R.	Kenya	L-3
	Riyadh, Saudi Arabia		
UNICEF Representative	Allawi, Sabah H.	Iraq	D-1
Area Programme Officer	Farooq, Shamsul A.	Bangladesh	P-4
Public Relations/Information Officer	Rizk, Ahmed M.	Egypt	P-3
	Rabat, Morocco		
UNICEF Representative	Zerdoumi, Nefissa	Algeria	P-5
	Tunis, Tunisia		
UNICEF Representative	Sayegh, Juliette	United States	P-5
	Sana'a, Yemen		
UNICEF Representative	McNab, Stewart	United Kingdom	P-5
Programme Officer	Hussain, Anowar	Bangladesh	P-4
Project Officer, Project Support Communication	Tyabji, Robert V.M.	United Kingdom	L-4
Administration and Finance Officer	Achkar, Nazih M.	Lebanon	P-3
Project Officer	Sugule, Hassan A.	Somalia	L-3
	Aden, Yemen		
UNICEF Representative	Al-Nahi, Qussay M.	Iraq	P-5
Project Officer, Water and Environmental Sanitation	Awal, Abdul	Bangladesh	L-4

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Project Officer, Expanded Programme on Immunization	Chopra, Devinder D.	India	L-4
Programme Support Communication/ Information Officer	Dabbakeh, Saleh	Jordan	L-3

D. EAST ASIA AND THE PACIFIC

Bangkok Regional Office, Thailand

Regional Director	Brooks, Daniel J.	United States	D-2
Deputy Regional Director/Area Representative	Umemoto, Stephen H.	United States	D-1
Regional Supply/Procurement Officer	Blackett, Linda	United Kingdom	P-5
Regional Personnel Officer	Corbett, Michael K.	United Kingdom	P-5
Senior Regional Information Officer	Glattbach, Jack	United Kingdom	P-5
Senior Regional Information Officer	Kothari, Kul B.	India	P-5
Regional Adviser, Primary Health Care	*Lay, Maung	Myanmar	P-5
Regional Administration and Finance Officer	San Agustin, Celita S.	Philippines	P-5
Regional Adviser, Programme Communication	*Thomas, Pamela M.	New Zealand	P-5
Procurement Officer	*Andersen, Jorgen	Denmark	P-3
Project Officer, Programme Support Communication	Engel, Norbert	Germany	L-3
Trainee	Vatter, Veronica	Barbados	P-1

Bangkok, Thailand

Senior Programme Officer	Peacock, John W.	Australia	P-5

Beijing, China

UNICEF Representative	Ahmed, Manzoor	Bangladesh	D-2
Senior Programme Officer	Mohan, James J., Jr.	United States	P-5
Senior Programme Officer	Parker, Robert L.	United States	L-5
Supply/Procurement Officer	Arora, Madan M.	India	P-4
Administration, Finance and Personnel Officer	Mallapaty, Bijayashwar L.	Nepal	P-4
Project Officer, Family and Child Welfare	Dalais, Cyril	Mauritius	L-4
Project Officer, Planning and Evaluation	Decoster, Renaud	France	L-4
Project Officer, Basic Services	Hinton, Katherine C.	United States	L-4
Project Officer, Education	Ramachandran, Kadayapreth	India	L-4
Programme Officer, Health	Sakai, Suomi	Japan	P-3
Information Officer	Cheng, Wing Sie	Singapore	L-2

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	Phnom Penh, Cambodia		
UNICEF Representative	Bruzelius, Anne	Sweden	L-5
Project Officer, Education	*Loda, Dario	Italy	P-4
Project Officer, Health	Mercier, Eric	France	L-4
Master Driller	Pickardt, Waldemar	Germany	L-4
Hydrogeologist	Tesch, Hans-Juergen	Germany	L-4
Project Officer, Expanded Programme on Immunization	Jacobsen, Carol A.B.	Australia	L-3
Project Officer, Primary Health Care	Operti, Paolo M.	Italy	L-3
Administration, Finance and Supply Officer	Tsung-Thluai, Monica	Myanmar	L-3
Assistant Project Officer, Sanitation	Szymczak, Irena	Poland	L-2
	Hanoi, Viet Nam		
UNICEF Representative	Farooqui, M. Tarique	Pakistan	D-1
Senior Programme and Planning Officer, Health	Argyriades, Helen	Greece	P-5
Senior Project Officer, Water and Environmental Sanitation	Gilbert, Bernard	France	L-5
Programme Officer, Education	Allman, Suzanne	France	P-4
Programme Officer, Child Welfare	De Vita, Maria G.	Italy	P-3
Supply Officer	*Hannan, Zafrul	Bangladesh	P-3
Administration and Finance Officer	Nikyema, Theophane	Burkina Faso	P-3
Programme and Planning Officer	Datar, Bado L.	Philippines	L-3
Project Officer, Water and Environmental Sanitation	Zelenika, Mladen	Yugoslavia	L-3
	Ho Chi Minh City, Viet Nam		
Project Officer	*Kadi, Abla	Lebanon	P-4
	Jakarta, Indonesia		
UNICEF Representative	Kennedy, Anthony	Canada	D-2
Senior Programme Officer	Sharif-Vatani, Bijan	Iran (Islamic Republic of)	P-5
Programme Coordinator	Abdel-Hai, Sobhi M.	Egypt	P-4
Operations Officer	Mahgoub, Mohd-Nageeb K.	Sudan	P-4
Programme Coordinator	Morch, Jesper	Denmark	P-4

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Project Officer, Area Services	Bailey, Bruce	Canada	L-4
Project Officer, Urban	Friedman, Joel H.	United States	L-4
Project Officer, Expanded Programme on Immunization	Hatfield, Rodney J.	United Kingdom	L-4
Project Officer, Monitoring and Evaluation	Schlegel, Charles C.	United States	L-4
Project Coordinator, Water and Environmental Sanitation	Williams, David F.	United Kingdom	L-4
Project Officer, Health Education	Dravet, Daniel	Canada	L-3
Project Officer, Water and Environmental Sanitation	Koirala, Ram P.	Nepal	L-3
Project Officer, Nutrition	Kolb-Hindarmanto, Ingrid	Germany	L-3
Project Officer, Water and Environmental Sanitation	Mathur, Shamvanth P.	India	L-3
Project Officer, Programme Information Management/Monitoring	Morch, Hanne	Denmark	L-3
Project Officer, Nutrition	Ooi, Wee-Ling	Malaysia	L-3

Manila, Philippines

Programme Officer	Heffinck, Philippe	Belgium	P-4
Programme Coordinator	Mason, David	United Kingdom	P-4

Port Moresby, Papua New Guinea

Assistant UNICEF Representative	Mboya, Benedict J.	United Republic of Tanzania	P-5
Project Officer, Social Mobilization	Rogers, James	United States	L-3
Project Officer, Expanded Programme on Immunization	Powell, Marie A.	Canada	L-2

Suva, Fiji

Project Officer	Otto, Judy G.	United States	L-4
Project Officer	Sommers, Paul D.	United States	L-4

Yangon, Myanmar

UNICEF Representative	Carriere, Roelof C.	Netherlands	D-1
Senior Programme Coordinator	Rajan, Malikkamadom	India	P-5
Chief, Health and Nutrition	Laroche, Eric J.	France	P-4
Operations Officer	Qahoush, Awad S.	Jordan	P-4
Chief, Water and Environmental Sanitation	Ray, Kalidas	India	L-4
Project Officer, Water and Environmental Sanitation	Tewari, Krishna D.	Nepal	L-4
Information/Programme Support Communication Officer	Rycroft, Charles M.	United Kingdom	L-3

	Seoul, Republic of Korea		
UNICEF Representative	Diaz, Ralph	Philippines	P-5
	Vientiane, Lao People's Democratic Republic		
UNICEF Representative	Sutherland, Anne	Canada	P-5
Programme Officer	Spring, John	United States	P-4
Project Officer, Education	Ng, Shui Meng	Singapore	L-3
Administration, Finance and Supply Officer	Boughanmi, Elisabeth G.	Germany	P-2
	E. SOUTH ASIA		
	New Delhi Regional Office, India		
Regional Director	Knutsson, Karl-Eric	Sweden	D-2
Regional Planning Officer	Asrat, Dereje	Ethiopia	P-5
Senior Supply Advisor	*Bartrup, Keith A.	United Kingdom	P-5
Project Officer, Planning and Evaluation	Lwin, Khin-Sandi	Myanmar	L-3
	Thimphu, Bhutan		
UNICEF Representative	Nisseus, Eva	Sweden	P-5
Project Officer, Health and Nutrition	Buchholz, Mette L.	Norway	L-3
Project Officer, Education/Communication	Chen, Peter F.	India	L-3
Project Officer, Health and Nutrition	Goudswaard, Cornelis	Netherlands	L-3
Operations Officer	Sundararaman, Narayanan	India	L-3
	Colombo, Sri Lanka		
UNICEF Representative	Mathema, Keshab B.	Nepal	P-5
Senior Project Officer	Baker, David J.	United States	L-5
Project Officer, Social Services	*Bin-Humam, Hussein	Yemen	P-4
Programme Officer, Planning and Evaluation	Scandlen, Guy B.	United States	P-4
Project Officer, Water and Environmental Sanitation	Wan, Kee Cheung Philip	Mauritius	L-4
Project Officer, Water and Environmental Sanitation	Chein, Aung	Myanmar	L-3
Project Officer, Universal Child Immunization	Shangguan, Yun	China	L-3

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Dhaka, Bangladesh

UNICEF Representative	Dodge, Cole P.	United States	D-2
Senior Programme Coordinator	Khan, Dilawar A.	Pakistan	P-5
Senior Programme and Planning Officer	Mendis, John B.	Sri Lanka	P-5
Senior Planning Officer, Immunization	Noto, Abiprojo	Indonesia	L-5
Chief, Education	*Forsberg, Gudrun L.	Sweden	P-4
Chief, Supply	*Jouhourian, Andreas	France	P-4
Programme Coordinator	McKee, Neill H.	Canada	P-4
Programme Coordinator	O'Brien, Philip D.	Ireland	P-4
Programme Coordinator	Sinnshaw, Tiruneh	Ethiopia	P-4
Administration and Finance Officer	Williams, Obai L.	Sierra Leone	P-4
Project Officer, Expanded Programme on Immunization	Rice, Carol J.M.	United States	L-4
Personnel Officer	Atkins, Myrna J.	Belize	P-3
Field Logistics Officer	Abdool-Raman, Aubaidullah	Mauritius	L-3
Programme Support Communication/ Information Officer	Clifton-Reitemeier, Pamela	United Kingdom	L-3
Project Officer, Statistics	Lichfield, Paul	United States	L-3
Programme Officer, Operations	Nakakami, Yoko	Japan	L-3
Project Officer, Immunization	Patel, Arunkumar N.	India	L-3
Project Officer, Water and Environmental Sanitation	Sayles, Andrew	United States	L-3
Project Officer, Health and Nutrition	Sibanda, Flora S.	Zimbabwe	L-3
Assistant Reports Officer	Fonseka, Anne M.	Sri Lanka	L-2
Project Officer, Urban Development	Husin, Rosemary B.	Philippines	L-2
Assistant Information Officer	Yamagishi, Nobuko	Japan	L-2

Islamabad, Pakistan

UNICEF Representative	Waki, Kunio	Japan	D-1
Senior Programme and Planning Officer	Allen, Steven R.	United Kingdom	P-5
Senior Project Officer, Health and Nutrition	Heinonen, Pirkko L.	Finland	L-5
Project Officer, Water and Environmental Sanitation	Wurzel, Peter	United Kingdom	L-5
Chief, Personnel Administration	Hussein, Abdul M.	Somalia	P-4
Project Officer	*Rajandran, Martha P.	United States	P-4
Project Officer, Hand-pumps	Mujica-Mendoza, Fernando	Bolivia	L-4

Karachi, Pakistan

Resident Project Officer	Karim, Mohd Z.	Bangladesh	L-4

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Peshwar, Pakistan			
Project Officer, Supply and Programme Operations	Mendez, Luis T.	Philippines	L-4
Administration and Finance Officer	Musa, Ibrahim A.	Somalia	L-4
Project Officer, Expanded Programme on Immunization	Geuns, Anna M.A.J.	Netherlands	L-3
Quetta, Pakistan			
Resident Project Officer	Salah, Rima Y.	Jordan	L-4
Project Officer, Social Planning	Peeperkorn, Richard L.	Netherlands	L-2
Kabul, Afghanistan			
Senior Project Officer	*Carter, Anthony G.T.	United Kingdom	P-5
Project Officer	Mahase, Joseph M.	Guyana	L-4
Project Officer, Health	Bhattarai, Sudeep K.	Nepal	L-4
Supply Officer	Griffiths, Ronald D.	United Kingdom	L-4
Project Officer, Emergency	Moeini, Nasser	Iran (Islamic Republic of)	L-4
Project Officer, Emergency	Predja, Ognjen	Yugoslavia	L-3
Project Officer	Rosvall, Ake	Sweden	L-3
Administration and Finance Officer	Sarda-Esteve, Evelyne	France	L-3
Programme Officer, Monitoring and Evaluation	Sugawara, Suzuka	Japan	L-3
Assistant Reports Officer	Saito, Chika	Japan	L-2
Supply Officer	Shrestha, Shanta L.	Nepal	L-2
Kathmandu, Nepal			
UNICEF Representative	Hammam, Habib N.	Lebanon	P-5
Programme Coordinator, Education/Area Services	Janssens, Raymond L.M.	Belgium	P-4
Operations Officer	Sinha, Maheshwari P.	India	P-4
Project Officer, Water and Environmental Sanitation	Faugere, Yves	France	L-4
Project Officer, Health and Nutrition	Mahallati, Alireza	Iran (Islamic Republic of)	L-4
Project Officer, Water and Environmental Sanitation	Rosenhall, Leif	Sweden	L-4
Project Officer, Community Development	Crowley, Isabel M.	Portugal	L-3
Programme Support Communication/ Information Officer	Gill, Rina	India	L-3
Project Officer, Education	Huq, Afreen	Bangladesh	L-3
Project Officer, Health and Nutrition	Kesselman, Jeanette	United States	L-3

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	Dhangadi, Nepal		
Project Officer, Water Supply	Thimmi-Chetty, Govindachetty	India	L-3
	Sanfe Bagar, Nepal		
Assistant Project Officer, Water	Grent, Nicolaas	Netherlands	L-2
	New Delhi, India		
Director	Watanabe, Eimi	Japan	D-2
Deputy Director	McDermott, Thomas C.	United States	D-1
Senior Project Officer	Hendrata, Lukas	Indonesia	D-1
Chief, Water and Environmental Sanitation	*Akhter, Mesbahuddin	Bangladesh	P-5
Chief, Education	Palac, Tadeusz	United Kingdom	P-5
Chief, Supply and Logistics	Syvertsen, Einar A.	Norway	P-5
Programme Officer, Health	Lambert, Julian N.	United Kingdom	P-4
Systems Analyst	*Lores, Ramon D.	Philippines	P-4
Personnel Officer	Oyomba, Elias O.	Kenya	P-4
Zone Office Representative	Ralph, Kathleen A.	United States	P-4
Drilling Coordinator	Davis, Colin J.	United Kingdom	L-4
Project Officer, Urban Development	Fonseka, Cosmafonsekege L.	Sri Lanka	L-4
Transport Management Officer, Equipment Maintenance	Munck, Mogens H.	Denmark	L-4
Project Officer, Water and Environmental Sanitation	Thorburn, Bonaventure J.	Canada	L-4
Procurement Officer	*Krekel, Wanda A.	Guyana	P-3
Drilling Engineer	Bonnell, Francis M.	United Kingdom	L-3
Drilling Engineer	Holst, Bertil I.	Sweden	L-3
Project Officer, Sanitation	Huda, Md. Shamsul	Bangladesh	L-3
Supply Officer, Immunization	Noorlander, Tanna A.	Netherlands	L-3
Project Officer, Health and Nutrition	Roodkowsky, Mary	United States	L-3
Information Officer	Toso, Francesca	Italy	L-3
Hand-pump Instructor/Maintenance Officer	Wahid, Saldeen A.	Sri Lanka	L-3
Shipping Officer	Thidar-Myint	Myanmar	L-2
	Bhubaneshwar, India		
Programme Officer	Inoue, Kazuo	Japan	P-3

	Bombay, India		
Zone Office Representative	Uramoto, Yoshiteru	Japan	P-4
Project Officer, Planning and Evaluation	Gaertner, Hanno B.	Germany	L-3
	Hyderabad, India		
Project Officer, Sanitation	Buonowikarto, Isrowandi	Indonesia	L-3
	Madras, India		
Drilling Engineer	Mason, Kenneth G.	United Kingdom	L-4
Programme Officer, Planning and Evaluation	Antwine, Dwight	United States	P-3
Project Officer, Sanitation	Gonzalez, Orestes	Cuba	L-3
	Udaipur, India		
Project Officer, Integrated Guinea Worm Eradication Project	Patton, Helen R.M.	United Kingdom	L-4

F. AMERICAS AND THE CARIBBEAN

Bogota Regional Office, Colombia

Regional Director	Albanez, Teresa C.	Venezuela	D-2
Deputy Regional Director	Rivera, Luis F.	United States	D-1
Adviser, Primary Health Care	*Aguilar, Juan R.	Guatemala	P-5
Regional Adviser, Planning and Evaluation	Aranibar, Ernesto	Bolivia	P-5
Adviser, Children in Especially Difficult Circumstances	*Espert-Soro, Francisco	Venezuela	P-5
Regional Information Officer	Kwiatkowski, Laura I.	Argentina	P-5
Regional Personnel Officer	Persaud, Nowrang	Canada	P-5
Operations Officer	Schenkelaars, Godefridus	Netherlands	P-5
Senior Adviser, Education	Arboleda, Vicky C.D.	United States	L-5
Regional Auditor	Hasselbalch, Helene	Denmark	P-4
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	Brasilia, Brazil		
Senior Programme Officer	Ferrari, Mario	Italy	P-5
Senior Adviser, Primary Health Care	Castillo, Oscar	Peru	L-5
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New York, Programme Mobilization Associate	*Hossaini, Hamid R.	Iran (Islamic Republic of)	P-4
New York, Senior Information Officer	Ross, Julian R.	United States	L-5
New York, Chief, Support Services	Khadir, Ahmed Z.	Algeria	P-3
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Windhoek, Namibia, Communication/Information Officer	Kamau, Macharia	Kenya	L-4
Windhoek, Namibia, Programme Officer	Morgan, Richard	United Kingdom	L-4
Windhoek, Namibia, Administration Finance and Supply Officer	Catahan, Betsabe L.	Chile	P-3
Windhoek, Namibia Project Officer	Kukita, Jun	Japan	L-3

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Florence, Italy, Deputy Director	Lemma, Aklilu	Ethiopia	L-6
Cotonou, Benin, Administration and Finance Officer	Bassene, Alouise	Senegal	L-3

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Hassan, Nasra	Pakistan	P-5
Were, Miriam K.	Kenya	P-5
Conrad, Christof H.	Germany	P-4
*Hart, Moira M.	Canada	P-4
Gorre-Dale, Eirah	Philippines	P-2

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VI. GREETING CARD OPERATION

A. NEW YORK HEADQUARTERS

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Director	Freiberg, Reinhard Y.	Germany	D-2
Internal Auditor	Mian, Abdul J.	Pakistan	P-5
Temporary Assistance	*Hill, Beth	United States	P-1
Office of the Deputy Director			
Deputy Director	Spescha, Eduard	Switzerland	D-1
Special Projects Officer	Berlinghof, Barbara C.	United States	P-4
Planning/Coordination Officer	Dorset, Henrik	Denmark	P-3
Art Search Unit			
Chief Art and Design	Andrews, Kathryne	United States	P-5
Budget Unit			
Finance/Budget Officer	Violante, Joseph	United States	P-4
Analytical Accounts Unit			
Assistant Accountant, Inventory Control	Wang-Chao, Yi Ruby	China	P-2
General Accounts Unit			
Senior Accountant	Wen, Sally Siang-K	China	P-4
Sales/Marketing Section			
Chief	Hackman, Victoria M.H.	United States	P-5
Sales Development Unit			
National Sales Manager	Adams, Roger A.	United States	L-5

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Sales Officer	Sorbo, Kare	Norway	P-4
Order and Distribution Officer	Searcy, Rita C.	United States	P-3
	Product Development Unit		
Product Development Officer	Horita, Masahiro	Japan	P-4
Special Product Officer	Katzive, Arlene M.	United States	L-3
Copy Researcher	Simmonds, Sonia	Jamaica	P-2
	Publicity and Promotion Unit		
Publicity and Promotion Officer	Currie, Patricia	Australia	P-3
Design Officer	Rainford, Joan H.	Jamaica	P-2
	Fund-raising Section		
Fund-raising Officer	*Pordes, Richard	Austria	P-4
Reports Officer	Claycomb, Paula M.	United States	L-3
Manager UNICEF House Visitors' Centre	Grace, Saundra F.	United States	L-3
Fund-raising Officer	Wood, David	United Kingdom	L-3
	Operations Section		
Chief	Chopra, Prom	Canada	P-5
	Electronic Data Processing Section		
Systems Analyst	Gupta, Deepak	India	P-4
Programmer Analyst	Lakhanpal, Ajay K.	India	P-3
Programmer	Aggarwal, Sarita	India	L-2
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Production Manager	Cahill, Brian J.	United States	P-3
Assistant Shipping Officer	Helgeson, Frederick	United States	P-2
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Procurement Officer	Monforte, Alejandro E.	Philippines	P-3

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Production Manager	Cleary, Michael J.	United States	P-3
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	Office of the Director		
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	Art Search Unit		
Art and Design Officer	Knofler, Monika J.	Austria	P-4
	Sales and Marketing Section		
Chief	Lauwers, Thomas F.A.	Belgium	P-5
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Product Development Officer	Couillerot, Christiane	France	P-3
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Marketing Representative	Whitworth, Penelope A.	United Kingdom	P-3

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Fund-raising Officer	Auriel, Jean G.	France	P-4
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Annex I

UNICEF NATIONALITY SUMMARY OF INTERNATIONAL PROFESSIONAL STAFF

Nationality	USG	ASG	D2 / L7	D1 / L6	P5 / L5	P4 / L4	P3 / L3	P2 / L2	P1 / L1	TOTAL Core	TOTAL Project
Afghanistan						1		1		1	1
Algeria					1		3			4	
Angola							1			1	
Argentina					1	1		2		2	4
Australia			1	1	1	2	1	2	1	6	3
Austria						3			2	3	3
Bahrain											1
Bangladesh			1	1	1	2	1	5	2	6	10
Barbados									1	1	
Belgium					5	3		2		8	7
Belize							1			1	
Benin				1	1	1		2	1	3	4
Bolivia					1		3	1		1	4
Brazil						1		3		1	4
Burkina Faso						1	2	2		2	3
Burundi								3			3
Cambodia							1			1	
Cameroon					1	1		1		1	2
Canada			1	3 1	2 1	5 4	3 3	10 5	8 2	18 9	24 10
Chile					1	3	1	1		5	3
China					1	1	3	2	1	1	8
Colombia					2		1			2	
Congo					1		1		1	1	1
Cote d'Ivoire								1			2
Cuba					1					1	
Cyprus			1		1	6	5	3	2	16	8
Denmark					1	1		2	1	2	5
Ecuador				2		1	1			4	1
Egypt					1	4	2	4		8	8
Ethiopia			1	1	1	1	1	2		2	3
Finland				2	2	13	6	17	4	27	37
France					1					1	
Gambia			3		4	3	4	7	1	15	10
Germany				1	3	2		1		6	4
Ghana				1	1	1				3	
Greece											

Annex I (continued)

Nationality	USG	ASG	D2 / L7	D1 / L6	P5 / L5	P4 / L4	P3 / L3	P2 / L2	P1 / L1	TOTAL Core	TOTAL Project
Guatemala					1					1	
Guinea							3			1	3
Guyana			1		1	3 2	1 1	1		7	3
Haiti						2	1				3
India			1	3	5	6 8	3 11	2		18	21
Indonesia				1	1		2			1	3
Iran (Islamic Republic of)					2	1 2	1			3	3
Iraq				1	2					3	
Ireland					4	3 1	2		1	8	4
Italy		1		4 1	2 2	4 6	4 19	1		15	29
Jamaica					1	3 1	3	3	1	9	3
Japan			2	1		6 1	5 4	1 2		15	7
Jordan					2	1 1	1			3	2
Kenya					1	3 3	6	1 3		5	12
Lebanon			1	1	5 1	2	1 1		1	10	3
Lesotho							1				1
Liberia						1		1			2
Madagascar						1					1
Malaysia							1				1
Mali				1	1		1	1		1	3
Mauritania					1					1	
Mauritius						2 2	2 1			4	3
Mexico					1	4				1	4
Morocco						1					1
Myanmar			1		1	1	6	2		3	8
Nepal				1	2	1 4		1		5	10
Netherlands				3	1 2	2 8	5	3		6	19
New Zealand					1	2	1 1			4	1
Niger						1	2			2	1
Nigeria							2 4		1	3	4
Norway		1			3 1	1 1	4			5	6
Pakistan				4	5 1	2 1	1	1		12	3
Panama						2				2	
Paraguay							1				1
Peru					3 2	2 4	3		2	5	11
Philippines					2 1	10 3	3 5	3 4	1	18	14
Poland							2	1			1
Portugal											2
Republic of Korea				3		1				4	

Nationality	USG	ASG	D2 / L7	D1 / L6	P5 / L5	P4 / L4	P3 / L3	P2 / L2	P1 / L1	TOTAL Core	TOTAL Project
Rwanda							1			2	1
Saint Kitts and Nevis				1				1		2	
Senegal				1	2	2	2			5	4
Seychelles					1		1			1	1
Sierra Leone					1	2	1		1	3	2
Singapore						1	1	1		1	2
Somalia						2	1	1		2	3
Spain			1		2		1			3	1
Sri Lanka				1	2	4	1	1	1	5	6
Stateless						1				1	
Sudan					1	1		1		2	1
Sweden			2	3	6	4	5		1	15	12
Switzerland				1	2	5	2	3	1	10	5
Syrian Arab Republic					2					2	
Thailand						2	1		1	1	3
Togo								1			1
Trinidad and Tobago						1	2			3	
Tunisia						1					1
Turkey					1	1				2	
United Republic of Tanzania				1	5	2				8	1
USSR					1	6	1	1		2	7
Uganda						1			1	1	2
United Kingdom		1	1	6	18	8	3	2	2	39	35
United States	1		4	10	22	18	24	17	23	3	7	4	79	70
Uruguay							1	1			1	1
Venezuela			1		2		1			1	3	2
Yemen						1					1	
Yugoslavia				1	1			2			2	2
Zaire				1	1	1		1			3	1
Zambia												
Totals *	1	3	22	3	61	6	150	47	169	171	92	229	28	65	8	8	534	529
Core in Non-Core Funded Posts			1		6		21		19		8		4		1		60	
Totals GCO			2		2		6	2	13	1	17	8	9	5	1		51	16

* Includes GCO.

Annex II

NUMBER OF STAFF BY LEVEL AND SEX

LEVEL	MALE	FEMALE	TOTAL
USG	1	0	1
ASG	2	1	3
D-2	18	4	22
L-7	3	0	3
D-1	50	11	61
L-6	6	0	6
P-5	112	38	150
L-5	34	13	47
P-4	105	64	169
L-4	136	35	171
P-3	54	38	92
L-3	147	82	229
P-2	14	14	28
L-2	35	30	65
P-1	1	7	8
L-1	2	6	8
TOTAL	720	343	1 063

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1991 session

FOR INFORMATION

REPORT TO THE UNITED NATIONS BOARD OF AUDITORS AND THE ADVISORY COMMITTEE ON ADMINISTRATIVE AND BUDGETARY QUESTIONS REGARDING GENERAL ASSEMBLY RESOLUTION 45/235

SUMMARY

In compliance with General Assembly resolution 45/235 of 21 December 1990, the present document summarizes the recommendations of the United Nations Board of Auditors on the 1988-1989 UNICEF biennial accounts and the specific measures that UNICEF has taken to implement those recommendations. It also discusses measures to facilitate reporting by staff members of inappropriate use of the resources, inventory controls on non-expendable property and control on the payment of allowances and benefits to staff members.

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INTRODUCTION

1. In resolution 45/235, the General Assembly requested that the Secretary-General and executive heads of United Nations organizations and programmes submit to their respective governing bodies, as well as to the Assembly at its forty-sixth session, detailed progress reports on steps taken to implement previous recommendations of the Board of Auditors and the related recommendations of the Advisory Committee on Administrative and Budgetary Questions (ACABQ) and to explain if any of those recommendations have not yet been implemented. The Assembly also requested the Board of Auditors and ACABQ to evaluate the efficacy of those measures. The Secretary-General and the executive heads were also requested to consider, in consultation with the Board of Auditors and ACABQ, effective measures to facilitate reporting by staff members on a confidential basis of any inappropriate use of the resources of a United Nations organization or programme; to implement stringent inventory controls on non-expendable property; to institute without delay more effective control on the payment of all allowances and benefits to staff members; and to report on all relevant measures taken to the General Assembly at its forty-sixth session.

2. In compliance with resolution 45/235, the present document will review each request in the light of UNICEF experience.

3. As also requested in General Assembly resolution 45/235, the present document will be submitted to the United Nations Board of Auditors and to ACABQ for their evaluation of the efficacy of those measures.

I. PROGRESS REPORT REGARDING SPECIFIC MEASURES TAKEN TO IMPLEMENT PREVIOUS RECOMMENDATIONS OF THE BOARD OF AUDITORS

4. This section restates the recommendations of the Board of Auditors deriving from the audits of the UNICEF biennial accounts for the period 1988-1989 1/ and, following each recommendation, describes the specific measures taken by UNICEF to date to implement those recommendations. The relevant recommendations of ACABQ have also been taken into consideration in adopting these measures.

Recommendation No. 1

5. The total charge of $8.3 million on the Emergency Reserve Fund for the biennium, which was distributed among general resources programme expenditures in the beneficiary countries of the Fund, should be adjusted and disclosed separately in statement VI.

Measures taken by UNICEF

6. In the interim financial reports and statements for the year ended 31 December 1990, the total charges on the Emergency Reserve Fund are disclosed separately in statement VI, as recommended. This procedure will be followed consistently in the future.

Recommendation No. 2

7. The policy of recognizing cash advances to Governments in the accounts of UNICEF as programme expenditures must be supported by sufficient evidence on the effective utilization of these advances for purposes intended. In this connection, the following must be considered:

(a) A more effective procedure for advancing and monitoring cash advances to Governments should be instituted to ensure adequate compliance with the policy on timely liquidation of these advances;

(b) The format of form 153 should be reviewed to take account of the ageing of advances and to include other relevant management information;

(c) In order to facilitate monitoring, field offices should submit expenditure returns on cash advances directly to the Accounts Section;

(d) Field offices should be directed to include the policy on cash advances in all memoranda of understanding with Governments. For example, as spelt out in financial circular No. 15, no further transfer of funds may be made if a certificate of utilization of prior financing is outstanding for more than six months.

Measures taken by UNICEF

8. UNICEF has taken the following steps to ensure appropriate monitoring and control of cash advances to Governments:

(a) In October 1990, the Executive Director sent telexes to all heads of field offices, requesting timely reporting and appropriate management of cash advances to Governments and instructing them to obtain necessary documentation from Governments and to submit the required report to headquarters as soon as possible. In addition, at the initiative of the Comptroller, a high-level interdivisional task force was established to review and strengthen the control and management mechanism of advances to Governments. The task force will review accounting procedures, line of responsibilities and reporting structure of all parties involved, and recommend measures to improve the situation. The task force has started preparatory work and has scheduled a full two-week meeting for April 1991;

(b) The format of the report submitted to headquarters by UNICEF field offices (Form 153) has been reviewed and redesigned to take account of ageing of advances and will be implemented upon completion of the task force review;

(c) A senior staff member of the Accounts Section of the Division of Financial Management has been assigned to analyse and follow up the reports from field offices on advances to Governments;

(d) Upon completion of the task force review, field offices will be directed as to the necessary policy and procedures in line with the recommendations of the external auditors.

Recommendation No. 3

9. The Administration is urged to continue with its efforts of securing the review of UNICEF financial regulation 4.10 with a view to ensuring consistency in the recording of gains and losses on currency exchange.

Measures taken by UNICEF

10. Following Executive Board approval at its April 1990 regular session of the amendment to financial regulation 4.10 (decision 1990/28), a consistent approach in recording gains and losses is now being implemented. The revised regulation reads as follows:

> "Regulation 4.10: Differences resulting from the payment of contributions pledged in currencies other than United States dollars shall be recorded against these contributions".

Recommendation No. 4

11. The need to siphon excess liquidity into the provision of additional services should be considered.

Measures taken by UNICEF

12. With regard to the utilization of excess liquidity in convertible currencies, general resources expenditure for the current medium-term plan are at levels that will steadily reduce the general resources convertible cash balance to the required level of 10 per cent of general resources income by the end of 1993. With regard to the increase in non-convertible currency holdings, UNICEF is making every effort to utilize these holdings, although there have been some constraints because of the limited availability, in some cases, of appropriate goods and services to purchase.

Recommendation No. 5

13. In order to ensure accuracy and reliability of accounting data, the Administration should continue to explore the possibility of instituting effective action to improve the coding of accounts and to enhance the integrity of data at the field office level.

Measures taken by UNICEF

14. The administration has supported training activities for field office personnel in all areas related to the submission of accounts in a correct and timely manner. At the same time, dialogues and studies are regularly undertaken to improve the electronic data processing systems for field office reporting of accounts to headquarters in order further to enhance data integrity.

Recommendation No. 6

15. Project planning should adequately articulate implementation requirements to enhance programme delivery. In addition, circumspection is advised in the re-allocation of funds from slow-moving projects to fast-moving ones, so that the policy does not result in the unconscious neglect of projects located in "difficult" areas which have perennial implementation problems.

Measures taken by UNICEF

16. UNICEF has been making continuous efforts to enhance programme delivery, not only in terms of overall implementation, but also in terms of specific needs and priorities of the country programmes. Preliminary data show that the implementation of country programmes in 1990, as compared to 1989, improved in terms of overall implementation and number of countries with a low implementation rate, as shown in the following table:

	1989			1990		
	SF	GR	All funds	SF	GR	All funds
Total call-forward level (in millions of United States dollars)	320	261	581	305	324	629
Number of countries with low implementation rate (below 75 per cent)	48	15	35	37	13	16
Implementation rate (%) (global)	76	91	82	79	91	85

SF = supplementary funds.
GR = general resources.

17. The level of call-forwards in 1990 increased by 8 per cent from $581 million in 1989 to $629 million in 1990. Correspondingly, the number of countries with low implementation rates (below 75 per cent) for combined sources of funding was reduced by one half, from 35 to 16 countries. Only 6 out of 44 countries in Africa had low implementation rates in 1990, as compared to 18 in 1989. Of the six countries, two were facing emergency situations, three were managed by sub-offices and one by a newly established country office.

Recommendation No. 7

18. The monitoring of project implementation needs further improvement so that overexpenditures that would otherwise be absorbed by general resources in the absence of supplementary funding could either be eliminated or kept to a minimum.

Measures taken by UNICEF

19. The administration is aware of the issue raised by recommendation 7, and one of the principal thrusts for 1991 will be improved monitoring of programme implementation, both quantitatively and qualitatively. While accepting the validity of this recommendation, the administration believes overexpenditure would be unavoidable in some selected cases because of price fluctuations of the orders placed, depending on the place of origin. However, strict scrutiny will be observed so that it is kept to a minimum.

Recommendation No. 8

20. With the rate of expansion in the operational activities of UNICEF, which has exceeded the staff resources, it will be necessary for the administration to take steps to assess staff needs, especially of the operational divisions, with a view to taking appropriate corrective action.

Measures taken by UNICEF

21. In 1990, the Budget Planning and Review Committee of UNICEF conducted a comprehensive review of the staff resource requirements of all UNICEF offices, including operational divisions, to maximize utilization of resources and to meet the challenging goals of the organization. The outcome of the review is reflected in the proposed budget for the biennium 1992-1993 (E/ICEF/1991/AB/L.1), which includes the necessary strengthening of operational functions, both at headquarters and field offices, within the constraints of expected resource affordability.

Recommendation No. 9

22. During the fund-raising activities, prospective donors should be encouraged to provide sufficient information on their contributions in order to facilitate their accounting, acknowledgement and effective utilization. In this connection, a standard advice form indicating the relevant information may be completed by donors.

Measures taken by UNICEF

23. The administration supports the recommendation that a standard form should be designed for donor use and agrees with the auditors that it is necessary to alert donors to the needs of UNICEF. To this end, the administration has requested donors to indicate the purpose of funds when payment is received.

Recommendation No. 10

24. Payment of bills should as far as possible be delayed until the last date in order to explore the possibility of obtaining maximum returns on monies that can be put into short-term investments.

Measures taken by UNICEF

25. Additional care, especially in the past year, has been taken by the administration to ensure that payments are made as close to the due date as possible, while at the same time avoiding incurring charges for late payments.

Recommendation No. 11

26. The existing procedures for reporting staff indebtedness before the payment of the final cash advance on separation require adequate monitoring so that all moneys due from separating staff member can be fully and promptly recovered prior to separation.

Measures taken by UNICEF

27. The administration has taken steps to strengthen overall control over staff personal accounts. The integration of all staff-related accounts under one supervisor will be implemented in 1991 to streamline further existing procedures and ensure adequate monitoring thereof. In the mean time, intensified efforts are being made to review and ensure correctness of account balances.

Recommendation No. 12

28. The need for the centralized control of "attractive" inventory items, such as computers and vehicles, should be considered. For this purpose, field offices should submit copies of their inventory as of 31 December each year to be reflected in the headquarters master inventory list.

Measures taken by UNICEF

29. Implementation of the recommendation was undertaken by the administration in 1990, resulting in the full compliance by all field offices in submitting their 1989 inventory list of non-expendable property. The necessary follow-up will be made to ensure consistent implementation of the recommendation in subsequent years.

Recommendation No. 13

30. Action should be taken to ensure the conclusion of a formal and adequate custodial arrangement of UNICEF drugs and equipment in a field office.

Measures taken by UNICEF

31. A new country office had been established to facilitate operations in that country and corrective measures are being taken to ensure adequate custodial procedures. The effectiveness of the measures to avoid non-recurrence of the finding will be properly evaluated.

Recommendation No. 14

32. UNICEF must strictly adhere to its policy of refraining from contracting construction projects with high commitments that might overburden its financial resources in the event that counterpart contributions are not forthcoming.

Measures taken by UNICEF

33. In response to the recommendation, the policy on support for construction activities was reviewed, and the administration gave instructions that discouraged contracting construction projects in principle and that these be undertaken only when deemed exceptionally necessary after due consultation with headquarters.

Recommendation No. 15

34. The requesting units of the Greeting Card Operation (GCO) should be required to allow adequate lead time in their requisitions in order to ensure that materials are procured under optimum delivery, price and quality conditions.

Measures taken by UNICEF

35. GCO management agreed with the recommendation and has been reviewing the appropriate procedures to ensure that materials are procured under optimum delivery, price and quality conditions. In order to allow adequate lead-time, an improved process of forward planning and ordering system is under consideration, in cooperation with the relevant National Committees for UNICEF.

II. MEASURES TO FACILITATE REPORTING BY STAFF MEMBERS ON A CONFIDENTIAL BASIS OF INAPPROPRIATE USE OF RESOURCES

36. UNICEF financial rule 103.1 stipulates that:

> "All officials shall be accountable to the Executive Director for the regularity of action taken by them in the course of tneir official duties. Any official who takes action contrary to the regulations, rules

or administrative issuances may be held personally responsible and financially liable for the consequences of such action."

Further, rule 112.25 stipulates that any loss of UNICEF cash, negotiable instrument or property must be reported at once to the Comptroller.

37. It is the responsibility of the heads of headquarters divisions and field offices to ensure that necessary control procedures are in place, understood, reviewed and consistently exercised to prevent any wrongdoing or occurrence of fraud. Therefore, as a part of their daily duties, UNICEF staff members are expected to report to management on a confidential basis any inappropriate use of the resources of the organization.

38. In order to ensure those procedures, the administration has issued various instructions and directives. For example, financial circular No. 29 concerning "cases of fraud and presumptive fraud" sets outs procedures for dealing with and reporting on presumptive fraud or alleged wrong doings. The administrative instruction on revised disciplinary measures and procedures (AI/1990-05) was issued in September 1990 to inform all UNICEF staff of the new policy and procedures to be followed in disciplinary cases and to provide new guidelines on disciplinary procedures; confidentiality of all staff members involved in the disciplinary process is stressed throughout the instruction. In addition, management is taking various measures to implement recommendations of both internal and external auditors to prevent any inappropriate use of resources.

III. INVENTORY CONTROLS ON NON-EXPENDABLE PROPERTY

39. UNICEF financial rule 112.33 stipulates that "the Comptroller shall determine the types of supplies, equipment and other property for which records shall be maintained ... ". Rule 112.74 further stipulates that "physical inventory shall be taken of supplies, equipment or other property owned by or entrusted to UNICEF annually or at such intervals as deemed necessary, to ensure adequate control over such property".

40. In view of the decentralized nature of UNICEF operations, the responsibility for the maintenance and accountability of property records and inventory controls rests with the heads of offices. All field offices are required to conduct a physical inventory periodically and report to headquarters the total acquisition value of non-expendable property as of end-December each year.

41. A computerized inventory system has been developed at headquarters to maintain and control non-expendable property of all UNICEF field offices, and follow-up action has been initiated to ensure that all field offices comply with the inventory procedures. In addition, a consulting firm is being hired by the Office of Administrative Management to strengthen the current UNICEF system of inventory control of non-expendable property. The terms of reference of the consultant will include the introduction of a more comprehensive inventory management programme, to be completed in 1991.

IV. CONTROL IN THE PAYMENT OF ALL ALLOWANCES AND BENEFITS TO STAFF MEMBERS

42. The administration has consistently tried to keep effective control on the payment of all allowances and benefits to staff members. An extensive review of some 34 benefits and allowances was made by the administration in 1987 and an executive directive entitled "Strengthening of internal controls procedures relating to staff benefits and allowances" was issued to all offices to ensure proper handling of various cases of benefits and allowances (CF/EXD-IC 1987-14 of 23 April 1987). In view of the continuous importance of this matter, the Division of Financial Management has included in its 1991 work plan the further review and strengthening of the procedure as a priority project.

Notes

1/ Official Records of the General Assembly, Forty-fifth Session, Supplement No. 5B and Corrigendum (A/45/5/Add.2 and Corr.1).